Members Present:
Julie Aminpour, Jason Anderson, Ryan Banaszak, Tammy Bednar, Cathy Berry, Julia Diggins, Selika Ducksworth-Lawton, Doug Dunham, Debbie Ernie, Luke Fedie, Mitchell Freymiller, Ned Gannon, Derek Gingerich, Jeffrey Goodman, Marc Goulet, Holly Hassemer, Staci Heidtke, Beth Hellwig, Kate Hinnant, Jerry Hoepner, Jay Holmen, Bob Hooper, Rose Jadack, Pat Kleine, Bonnie Krahn, Cheryl Lapp, Jill Markgraf, Pat Montanye, Abe Nahm, Ann Papalia, Deb Pattee, Heather Pearson, Derek Gingerich, Jim Phillips, April Pierson, Jean Pratt, Manda Riehl, James Schmidt, Patti See, Sherrie Serros, Lois Slattery, David Soll, Keith Stearns, Johannes Strohschänk, Dan Strothes, Paul Thomas, Ganga Vadhavkar, Jeri Weiser, Kate Wilson, Marty Wood, Tracy Yengo

Members Absent:
Cindy Albert, Lori Bica, Janice Bogstad, Jon Bollinger, Linda Carlson, Chip Eckardt, Julie Eklund, Jeff Erger, Todd Glaser, Martin Hanifin, Marquell Johnson, Ryan Jones, Fred Kolb, Karl Markgraf, Mike Mc Mann, Don Mowry, Bob Nowlan, Courtenay O'Neil, John Pollitz, Kristin Schaupp, Odawa White

Guests: Margaret Cassidy, Phil Huelsbeck, Deb Jansen, David Jones, Kate Lang, Carmen Manning

The regular meeting of University Senate was called to order by Chair Freymiller at 3:04 p.m. on Tuesday, December 9, 2014 in the Dakota Ballroom of Davies Center.

1) Approval of the November 25, 2014 University Senate minutes
   • Approved as distributed

2) Administrator Remarks – Chancellor Schmidt
   • Rhodes Scholar
     • UWEC has had two Rhodes Scholars in ten years
     • Media coverage of Tayo Sanders has been remarkable with national as well as international coverage
       • He always reflects and focuses on quality engagement of faculty and staff at UWEC
       • Everything he talks about directly relates to his experiences at UWEC
     • We are the only UW School, outside of Madison, to receive this honor; it is quite remarkable that we have had two Rhodes Scholars in ten years
     • Focus on our students allows for such nurturing, because students are foremost in the core of our mission
   • Budget
     • Recruitment and retention is very important
     • Assurance that we will accomplish our goals
     • Academic Affairs is slightly ahead of everyone else due to the nature of contracts and course availability
     • Redbook deadline comes in early April; much of our work will need to be done before then
     • Questions should be referred to deans, directors, department chairs, or division leaders
     • A report will be given to the campus on when all decisions have been made, describing where adjustments were made
     • Will continue to look to Senate leadership to continue to help with this process
       • Rumors are floating around that large numbers of instructional staff will not be back next year; there have been non-renewals, but nowhere near the number that has been reported
- Reductions in staff, certainly in academic areas, are coming primarily through retirements and by not filling positions
- We are being strategic and will not have an outright hiring freeze
- We still rely on tenure track faculty and academic staff and do not use adjunct faculty
  - Chancellor views this as a position of strength that will help us preserve our quality
- Enrollment
  - Good news on enrollment
  - According to Heather Kretz, Director of Admissions, we are about 500 applications ahead of last year, but we still need to finish strong
  - We also have 100 more students of color in our application pool this year than last year
  - Chancellor’s niece and nephew will be attending UWEC next year as well
  - Take time to appreciate your colleagues
  - Holiday concert in Zorn Arena takes the Chancellor’s breath away
  - Suggestion from Matt Evans to have an ugly sweater contest on December 12
- Thank you for a good Fall semester
- Look forward to a good start for Spring semester
- Positions vacated through retirement may or may not be filled
- Ask department chairs to get any questions answered
- People should make retirement decisions based on their personal needs

3) Reports
   a) Report from University Senate Chair Freymiller
      - On December 2, Chancellor’s Cabinet met to hear budget updates from each Vice-Chancellor
      - Discussion was held about meeting early in the Spring semester to provide the campus with an update on budget issues
      - Director of Admissions Kretz provided a progress report on recruitment for Fall 2015
   b) **Bias Incident Response Team** (BIRT) Report – Vice-Chancellor Hellwig and David Jones
      - Have met with many groups on campus and want to meet with as many more as we can
      - Have had a number of incidents on campus that have to do with bias
      - If necessary, we work with facilities within 24 hours
      - Committee members were named
      - David Jones reflected on his involvement in BIRT
      - He appreciates working with all groups across campus
      - Gets opportunities to hear from more students
      - Is more about dealing with campus climate
      - There is a need to think about how and when an anonymous threat occurs, so we can determine whether the greater public needs to be informed
      - Coordinating and responding is a large part of BIRT
      - Reporting tool can be found on Dean of Students webpage and in A to Z index under (BIRT)
      - Please help us educate and inform
      - There are people who can respond and BIRT offers someone a place to go to
      - Is a correlation with our campus and the nation?
      - It is good to connect BIRT with teachable moments
      - There is a correlation with what is happening around the world
      - BIRT is primarily a response team
      - Would like to work with faculty
      - Social media is hard to monitor, especially personal media
        - Do not monitor YikYak
        - Trying to work on cyber bullying
      - Groups are working on the larger issue of prevention
      - We are undertaking a number of initiatives
      - If more information is needed, contact Vice-Chancellor Hellwig
   c) If you have questions that you would like asked at the upcoming Rep’s meeting, please contact Katie Wilson or Geoff Peterson
d) Executive Committee Report
   - On December 2, Executive committee reviewed the academic year calendars for 2017-18, 2018-19, and 2019-20 that were established according to the revised guidelines approved by Chancellor Schmidt earlier this Fall
   - Those calendars have been posted on the UWEC home page under Campus Info.
   - Provost Kleine reported that the structural budget deficit was going to have an impact on the university’s policy of providing tuition reimbursement for faculty/staff who want to further their education
     - This policy will be frozen at the end of the current academic year
   - HR Director Miller reported on changes that UW System will be making to its University Personnel System Operational Policies effective July 1, 2015 when Classified Staff become University Staff
     - These changes are required to replace the former Unclassified Personnel Guidelines (UPG)

4) New Business
   a) First Reading: Motion from the Academic Policies Committee
      36-credit option for an Organizational Leadership and Communication major
      Handout: Online AS Offerings
      Debate
      - None
      Without objection, we will vote on this today
      **Vote on Motion 51-AP-12: PASSED without dissent**

   b) First Reading: Motion from the Academic Policies Committee
      Math Emphasis in Materials Science
      - This seems to overlap with Chemistry because they seem to be complimentary programs
      - This was not discussed in committee, but the two programs are very different because one only has eight or nine credits, while the other has 27 credits
      - There should be some mechanism to ensure that that this gets discussed, so the program can be delivered in a complimentary way
      Without objection, we will vote on this today
      **Vote on Motion 51-AP-13: PASSED without dissent**

   c) First Reading: Motion from the Academic Policies Committee
      Entrepreneurship Emphasis in Materials Science

      Debate
      - None
      Without objection, we will vote on this today
      **Vote on Motion 51-AP-14: PASSED without dissent**
5) Announcements
   • Thanks to Provost Kleine for providing the holiday treats that we enjoyed during our meeting today
   • Opening Spring Meeting tentatively scheduled for January 27, 2015 has been cancelled
   • Next meeting of the University Senate is February 10, 2015
   • Community Dialog on the Eric Garner case with City of Eau Claire officials is scheduled for Friday, Dec 12th at 5 p.m. in the Office of Multicultural Affairs Resource Room, Centennial 01
     • Someone from the City Attorney's office will be there to discuss transparency and concerns
     • Meeting is open to all

Without objection, meeting adjourned at 3:54 p.m.

Submitted by,

Tanya Kenney
Secretary to the University Senate